IN THE UNITED STATES DISTRICT COURT FOR THE MIDDLE DISTRICT OF NORTH CAROLINA

United States of America,

Plaintiff;

V.

Terry Johnson, in his official capacity as Alamance County Sheriff,

Defendant.

No. 12-cv-1349

UNITED STATES' MOTION FOR SUMMARY JUDGMENT

Exhibit 2

IN THE UNITED STATES DISTRICT COURT FOR THE MIDDLE DISTRICT OF NORTH CAROLINA Civil No. 1:12CV1349

UNITED STATES OF AMERICA,

Plaintiff,

Vs.

ORIGINAL

TERRY S. JOHNSON, in his official capacity as ALAMANCE (COUNTY SHERIFF,)

Defendant.

DEPOSITION

OF

TIMOTHY JEROME BRITT

Greensboro, North Carolina October 3, 2013 9:23 a.m.

Reported by: Rebecca P. Scott

15 or 20 from another county. So you have that group of folks.

So I've never done a study of race because these people got here by judicial review or being held for the federal government or being held for the State. I looked at counts and numbers and they're in here charged. Race didn't play into it. And you asked me about the jail.

- Q. Okay. Do you have any access to any reports that show which law enforcement agency booked a person into the jail?
- A. I do.

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- Q. Okay. Have you ever done any analysis of the race or ethnicity of the people who are booked in by the Alamance County Sheriff's Office for any purpose?
- A. Well, I've looked at traffic stop reports, and then I've looked at arrests, but I have not done an analysis of race brought in by other agencies, no.
- Q. But just people brought in by the Alamance County
 Sheriff's Office, have you ever looked at the race
 or ethnicity of those people and done any analysis
 of that information?
- A. Well, certainly since complaints and you guys have

- got involved, I have looked at numbers, and I hadn't seen anything that had any concern.
- Q. When you say you looked at numbers, what did you do?
- A. I have the ability to look and see who is in jail, who brought in who. You asked me about other agencies. You said other agencies compared to other agencies.
- Q. No. I'm sorry. Maybe I'm not being clear. I'm asking just about individuals who are brought to the jail by the Alamance County Sheriff's Office.
- A. Okay.

- Q. Have you ever looked at the race or ethnicity of those people and done any analysis of that information?
- A. I think we're hanging on analysis. I've looked at it to see if there was anything that jumped out at you, anything that looked out of place comparative to our community, no. As far as analysis with percentages, I have not.
- Q. You've just looked at to see if anything stood out to you in looking at it?
- 23 A. Yes. Yes.
 - Q. Did anything stand out to you?
- 25 A. No.

Q. What would stand out to you? What were you looking for?

- A. I wasn't looking really for anything other than you asked me have I ever looked at it, and I said yes, I've looked at it. Nothing stood out to me. I didn't go in this on a search or a mission to find something.
- Q. Okay. Is it the policy of the Alamance County
 Sheriff's Office that all arrestees who are
 brought to the Alamance County Jail should be
 fingerprinted, photographed, and booked into the
 jail?
- A. If a person is arrested by the Alamance County

 Sheriff's Office they are arrested physically
 arrested yes, we photograph and fingerprint
 those persons. Not all persons brought to the
 jail. I think you asked me all.

If Burlington or Graham, Highway Patrol, or any plethora of federal agencies or state agencies - they're responsible for their own printing and photographing. We're doing those that we arrest.

Now if an outside agency brings somebody to the jail, that means they have went before the judge. A judge has set a bond and they have been

size of a roll of quarters, maybe about this long

(indicating), just a little bit longer than the

average hand, and it has a corresponding

electronic device in the end of it, and those

officers are assigned that.

So when they make their rounds, they actually would physically go around and will touch that wand to that spot, and those spots are placed throughout the jail for rounds. Particularly like in the segregated area for medical or suicide or something like that where we're checking them every 15 minutes, they're - they have to physically go in that cell and touch that spot. That lets us know they've been in, they've checked.

Same difference with the officers who are assigned rounds, you have officers who are assigned in the kitchen. So you evaluate them by their ability to make sure they're meeting their rounds. That is reviewed daily by supervisors. They're doing their job. They're interacting well.

- Q. Okay. Are there any evaluations of officers who work in the Detention Center?
- A. Yes.

Q. When did those start?

A. There was a time - the County used to have a pay-for-performance system, and you evaluated every year, and then based on those evaluations, the County - an employee could receive up to a two and a half, three percent raise just on performance. At one time it may have been as much as five. It varied. So those were done and were maintained by the County. The County had the software.

So due to budget constraints and all those type things you guys understand, sometime ago the County did away with those - stopped that program. So there was a period of time of a couple to three years where we didn't have that form. One of our officers went to the FBI National Academy, and as all good officers do, he was able to work and interact with some of those guys up there and developed a new evaluation form, which we provided to you, and that's what we've restarted using.

THE WITNESS: I'm assuming I need my qlasses now?

MR. SONGER: Unfortunately I think so.

Q. Chief Britt, I've just handed you what the court reporter has marked Exhibit Number 1. This

appears to be an e-mail from Alan Miles to a 1 number of other people dated January 10th, 2013, 2 is that correct? 3 (Deposition Exhibit Number 1 was marked for identification.) 5 Yes, you're correct. Can I have time to review 6 the whole thing if you're going to ask me 7 8 questions? 9 Q. Please take as much time as you want to review it. Okay. (Witness reviews document.) Okay. 10 Α. 0. It's correct this is an e-mail sent from Alan 11

- Miles in January of 2013?
- Α. That's what it appears to be.
- Q. Okay. And the first sentence of his e-mail states, "Starting January 2013, we need to start doing employee evaluations, " is that right?
- Α. Yes, sir.

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- Q. So is it correct that prior to January 2013, there were not employee evaluations at the Detention Center?
- Α. Yes. We were not using the form, but there was a period before that - like I testified, there was a time period in there - and it was maybe two or three years - that the County ended their program and we went back to one.

- Q. Okay. But for two or three years prior to January 2013, there were no evaluations of Detention Center employees?
 - A. As far as a written form, no.
 - Q. Focusing now on the Operations side of the Sheriff's Office, that includes the patrol operations, right?
 - A. Yes, sir.

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- Q. What are the main objectives of the Patrol?
- A. The Patrol Division, to be out, to be responsive to calls, to serve the public, calls for assistance. Also during the course of that, they're patrolling. They're keeping a check on businesses, residences, looking after the general welfare of our public, interacting with the public. They are assigned patrol zones and enforce the laws of the State of North Carolina and not necessarily in that order.
- Q. What guidance do you give patrol officers at the Sheriff's Office about what they should prioritize?
- A. The priority first and foremost is to serve the public, absolute. They need to be responsive.

 It's kind of this is all of what we need and this is what we need you to do. I mean you may very

- of the lieutenants or Major Brown, I have seen. 1 haven't seen any officers. The officer doesn't 2 have the ability to go in and do anything with 3 that tape. 4 0. How often have you seen a supervisor reviewing 5 video of a traffic stop? 6 Α. I have no idea. Mostly - I've seen a few. 7 Ι don't know. 8
 - Five times? Ten times? Q.
 - In the dozens. I don't know. Α.
 - Is there any guidance given to supervisors about Q. when they should review video of a stop?
 - Α. There again, that would be something that would be handled by the captain and the major of that division. I don't know. I'm not aware.
 - There is no, you know, written or unwritten policy Q. at the Sheriff's Office about when supervisors should review stops?
 - Α. No.

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MR. KITCHEN: Objection.

- Other than review of video of the stops, is there 0. any other - any other review that takes place to assess whether there was a legal justification for a stop?
- Α. Once again, there are citations, arrests.

are reviewed by the magistrate when they bring the They are then reviewed by the judge. charges in. 2 The DA works with the cases. I speak with him 3 regularly. You know, you would hear about problem 4 cases. 5

- 0. But is there any internal review by the Sheriff's Office of the legal justification for the stops?
- As I said earlier, I do know that some supervisors Α. look at them. I know that - that I have seen. know that the major looks at them. That's my answer.
- When we say "looks at them," what do you mean? Q.
- Α. Looks at the stops on the video.

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- At the video. Okay. Other than the video, is 0. there any internal review done by anyone at the Sheriff's Office of the legal justification for stops?
- Α. Well, supervisors show up on traffic stops. don't know how other - my answer would be, I don't know how there would be any other review.
- Q. Okay. There is no review of any, like, documents to assess whether a stop was justified?
- Α. I don't know how a document would tell you it's justified or not. All the traffic stops have a purpose for the stop: moving violation,

- investigative stop, speeding, impaired offense. I mean that would show that. I don't know how a piece of paper would tell you anything, so no.
 - Q. Okay. Does anyone at the Sheriff's Office ever sample a number of traffic stop reports and follow up with the officers to ask them about the stops?
 - A. No, there's no sampling and following up. But, there again, I don't understand how a piece of paper would tell you what the justification was.
 - Q. Okay. Are you aware of during your entire time at the Sheriff's Office, are you aware of a single stop that wasn't justified by reasonable suspicion?
 - A. Am I aware of one?
- 15 | Q. Yes.

- 16 | A. No.
 - Q. Are you familiar with an incident where Assistant
 United States Attorney Arnold Husser declined a
 prosecution based on his concerns about the
 underlying stop by an ACSO officer?
 - A. No, I'm not aware of it.
 - Q. Are you aware that federal prosecutors declined a case based on concerns about a stop made by Jim

 Conklin?
 - A. Not aware of it, I don't know anything about it.

supervising their cases. He's supervising their caseload, their cases. He's signing off on all their reports.

- Q. During your career at the Sheriff's Office, has any supervisor ever told you about any arrest that was made that might not have been justified by probable cause?
- A. No.

- Q. Did that cause you to do any follow-up investigations to see whether there might be any cases that were that might have issues of probable cause?
- A. I'm sorry. That didn't make sense to me. You asked me and I said no, and then you said did that cause me to do what?
- Q. Sure. It didn't make sense to me either. It was a bad question.

You said no one has ever reported up to you that there was an arrest that might have an issue with probable cause, is that right?

- A. That's correct.
- Q. Okay. Does that cause you any concern, you know, about the adequacy of catching any problems with arrests that might exist?
- A. Well, that's assuming that there are problems. I

think we have a well-trained staff that do a very good job with---

- Q. Okay. So your assumption is there have not been any arrests during your time at the Sheriff's Office that were not justified by probable cause?
- A. Not aware of any.

- Q. Okay. And you haven't taken any additional steps to find out?
- A. To find out to go find something that's not there? If nobody has reported to me, why would I go hunt for something they said that there's not a problem?
- Q. Okay. And the only way you would find out about a questionable arrest would be if one of the front-line supervisors reported it to you?
- A. Front-line supervisors, magistrate who reviews the case when they're arrested, who finds probable cause. Any arrest made has to be carried before a judicial official who reviews the probable cause and grounds for the arrest. They will then find probable cause and put them do the release order on them. If the magistrate were to not find probable cause, they would then release them.

If it's a misdemeanor, then it would go to District Court where it would be reviewed and

adjudicated by a District Court Judge. If it was a felony, it goes through a whole another - a probable cause here, grand jury, and subsequently a trial and a jury. All of those are reviews of probable cause on all arrests - not only by us, but outside of us through judicial review. So that is one area. A supervisor is another area.

- Q. Does the Sheriff's Office have any system of tracking cases where there is a judicial determination that there was not probable cause?
- A. I'm not aware of any. If we did have one, we would find out I mean we would certainly look into it. I would look into it.
- Q. Okay. Has anyone at the Sheriff's Office conducted any analysis of traffic stops to evaluate whether racial profiling is occurring?
- A. I have not done the statistical analysis, no.
- Q. Are you aware of anyone at the Sheriff's Office who has done any analysis to evaluate whether deputies are engaged in racial profiling?
- A. No. Other than just the review every month and looking at the raw numbers and data. I think it would be obvious if you had a problem. I don't see no problem.
- Q. Okay. Nothing has jumped out at you when you're

reviewed the monthly reports?

- A. No, huh-uh.
- Q. But other than just sort of looking over those reports, you haven't done any other analysis of whether racial profiling is occurring?
- A. No.

- Q. You mentioned we talked a little bit briefly earlier about the Laura Roselle kerfuffle, for lack of a better word?
- A. A what?
 - MR. SONGER: The court reporter looks like she's going to kill me for making her spell that.
- Q. But one of the things that Laura Roselle alleged was that there were racial disparities in stops, is that right? Do you remember that?
- A. That there were racial disparities in the stops?
- Q. That there were patterns in the traffic stops by the Sheriff's Office that suggested that Hispanics were being disproportionately stopped. Do you remember her alleging that?
- A. My recollection was that she went and counted citations and then said that we were underreporting our stops. She has said that there as much as she could, as often she could since all

- lieutenants, captains, majors, myself myself most of the time.
 - Q. Okay. And you said you sometimes lead that meeting, is that right?
 - A. If I'm there, I'll get it started, yes, sir.
 - Q. Is that monthly staff meeting a means of communicating priorities and expectations from supervisors through the ranks?
 - A. Certainly, and also an opportunity for those supervisors to speak with the command staff regarding any issues or something they may need in order to make their job better, so it's a two-way meeting.
 - Q. It's a two-way conversation?
- 15 A. Sure.

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- Q. And there is an expectation that supervisors will pass information learned at the meetings to the deputies they supervise?
- 19 A. Sure.
 - Q. What is discussed at those meetings?
- A. Everything.
- Q. The baseball playoffs?
- A. Very well could be a topic before and after

 anyways. You know, anything that there again,

 anything that came up, anything that needs to be

A. Yes.

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- Q. And how many total officers in the Sheriff's Office?
 - A. Total employees?
 - O. Total employees.
 - A. We got cut a little bit this year. I think it's 269 full-time.
 - Q. Do you think it's important for the diversity of a law enforcement agency to reflect the communities that it polices?
- 11 A. Sure.
 - Q. Is it a problem in your eyes that Alamance County Sheriff's Office only has five Hispanic officers out of 270 or so employees?
 - A. I think it was 269. No, I think we look for people that were willing to go out and serve their community, and we try to hire the most qualified, best people for the job.
 - Q. And you don't think it's a problem to only have five Hispanic officers?
- 21 A. I don't think it's a problem good or bad.
 - Q. I'm sorry. I don't know what that means.
 - A. Well, I mean I don't see it as a problem. You know, what we have is folks that have applied and do a good job, and we're always out wanting more

people, when we have an opening, to come in. But I don't know that you sit here and go how many men, how many women, how many black, how many white, how many Hispanic. What you're looking for is good people to serve the citizens of Alamance County.

I think it's great that we have five Hispanic officers. I think it would be great to have 265 Hispanic officers as long as we had people that were willing to serve the community and serve it with pride, integrity, and dignity.

- Q. Okay. So you're saying the number of Hispanic officers doesn't make any difference?
- A. I don't think any group makes any difference.
- Q. Has the Sheriff's office done any outreach specifically to try to attract Hispanic job applicants?
- A. Well, the Sheriff's Office is a patronage job also. Nobody is hired. Everybody is appointed in four-year increments or when a sheriff changes. Every four years, you get resworn in. So you're not hired to begin with. But we do recruit, and pretty much exclusively through ACC through their BLET Program is where we look for our new applicants when we have a job.

But we don't have a great amount of turnover either, so it's not like we're out recruiting 20 new cadets this year. Also, you're having to recruit people that have their certification, they already have - went through the training and hold their state certification in law enforcement training. So---

- Q. Are you aware of any specific outreach the Sheriff's Office has done to attract applicants that are Hispanic?
- A. No more than any other group.

- Q. How would you describe the relationship between the Alamance County Sheriff's Office and the Hispanic community?
- A. I think it would be fine. We have Hispanic folks come in every day, look for gun permits, get copies of reports, file you know, file reports with us, ask for our assistance. I do think that probably it has been strained in the last three years, I think you're asking my opinion in large part because of you-all.
- Q. And when you say "you-all," what do you mean?
- A. The Department of Justice and some of these advocacy groups that have made allegations against our office and our officers who are out there

every day trying to do their job to protect all 1 2 people and serve all people. Has the Sheriff's Office ever conducted any 3 Ο. 4 polling or other analysis to test the views of the 5 Hispanic community about the Sheriff's Office? 6 Α. No. 7 Q. Have you ever spoken at any Hispanic community groups? 8 Α. Have I? 9 10 Q. Yes. I've spoken - I've spoken at some church groups. Α. 11 I've actually spoken at a couple of church group -12 13 church functions that are - have some Hispanic folks there, but just a Hispanic group, no. 14 If you'd look back, please. I think it's Exhibit Q. 15 16 It's an e-mail that you sent to Sheriff Johnson and a couple of other people in May of 17 2011. 18 Was that the one - this it? I don't have a number 19 Α. on mine. 20 MR. KITCHEN: That's not - this is 5. 21 MR. SONGER: Okay. It's not Exhibit 5. 22 Α. (continuing) Is it this? News and Record? 23 Q. It is attaching an article from the News and 24

Margaret M. Powell, CVR-M (919) 779-0322

Record.

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Office?

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- Α. I don't - I know you want me to say maybe, but I don't have any specific recollection.
- Q. Chief Britt, I've just handed you what the court reporter has marked as Exhibit 13. This is an e-mail from Randy Jones to you, Richard Longamore, Robert Wilborn, and some other address that I don't recognize, is that correct?

(Deposition Exhibit Number 13 was marked for identification.)

- Α. Yes, that's what it appears to say. That's what this paper says, yes.
- 0. And it's dated June of 2012?
- Α. June 1st, yes. 14
 - And the subject of this e-mail is, "Be on the Ο. Lookout for a Red 1951 Chevy," is that right?
- 17 Α. That's what it says.
- Ο. If you look at the text of the e-mail on the first 18 page, it says that "The Border Patrol is asking 19 citizens to keep on the lookout for a red 1951 20 Chevy that they suspect is being used to smuggle illegal immigrants across the border from Mexico," 22 is that right? 23
 - That's right. Α.
 - And then if you turn to the second page, the Q.

picture is the top of an old Chevy with a Spanish road sign and a bunch of brown legs sticking out underneath the car, is that right?

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- A. I don't know what color the legs are. The

 Spanish the word is in Spanish, but that looks

 like a stop sign from the United States. Yeah,

 that's what it's a picture of.
- Q. Yeah. It's a stop sign with the word "alto" on it?
- A. Yeah. The shape of a stop sign with the word "alto" on it, yes, which means stop.
- Q. Right. So is this a joke about Mexicans trying to sneak into the United States underneath a car?
- A. I don't know that it's Mexicans. All you see is legs. It says, "border patrol," and it says, "from Mexico," yeah. I mean it says, you know, "smuggling illegal immigrants across the border."

 Where are the immigrants from? Illegal they could be from anywhere. It's a picture of a '56 Chevy with legs out, yeah.
- Q. It's coming from Mexico into the United States?
- A. Well, I don't know that that's Mexico. I don't know where that's at.
- Q. Well, that's what the text of the e-mail says, right?

A. Yeah. On the front, sure.

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- Q. Okay. So is this a joke about immigrants trying to sneak from Mexico into the United States?
- A. Yeah. I mean you could perceive that as a joke about that, yes.
- Q. And this was sent from Randy Jones. What is his position at the Sheriff's Office?
- A. Public information officer.
- Q. Thank you. So this was sent from the public information officer at the Sheriff's Office to several top members of the command staff, including yourself, right?
- A. That's what this paper says, yes.
 - Q. Do you think this is an appropriate e-mail for command staff to exchange at the Sheriff's Office?
 - A. Well, it's probably not in the best taste.
- Q. Was Randy Jones ever disciplined for sending this e-mail?
 - A. No, not that I know of.
 - Q. I've just handed you what the court reporter has marked Exhibit 14. Certainly take as much time as you'd like to read this, and then I'll ask you a couple of questions about it.

(Deposition Exhibit Number 14 was marked for identification.)

A. Okay.

- Q. This is also an e-mail from Randy Jones to you,

 Robert Wilborn, Richard Longamore, and Shelton

 Brown, is that right?
 - A. That's what it appears to be, yes.
 - Q. Okay. And it's dated July 13th, 2012?
 - A. Yes, it is.
 - Q. And the title of the e-mail is "Slow Response,"

 and if you look at the third paragraph, it says a

 Mexican was struggling to stay afloat in the Rio

 Grande River because of a large backpack of drugs

 that was strapped to his back, and if the person

 didn't go get help, then the Mexican would drown,

 isn't that right?
 - A. Yeah, I think you reversed it. It says, "Along with him was a Mexican who was also struggling to stay afloat -" it doesn't say anything about the Rio Grande River "because of a large backpack of drugs that was strapped to his back. If they didn't get help, they'd surely drown."
 - Q. I'm sorry. If you look at the first paragraph, it refers to the Rio Grande River, right?
 - A. Right. But I mean you told me to look at the third paragraph, and there wasn't nothing in there about Rio Grande.

Q. Sure. Okay. And then if you look at the last paragraph on the page, it says, "It's now 4:00 p.m., both have drowned, and neither authority has responded. I'm starting to think I wasted two stamps."

So this is a joke about someone who let a Mexican drug dealer drown in the Rio Grande River essentially by not going for help, is that right?

- A. Well, Sam Elliot, I think, is an actor or a cowboy actor, and I think it's letting a terrorist, extremist with guns and bombs and a drug dealer who is Mexican drown in the river. Sure.
- Q. Is this an inappropriate e-mail to send among the top command staff at the Sheriff's Office?
- A. I'm sure there are those who won't like it. I think it speaks to drug dealers and terrorists.
- Q. Do you think it's okay to joke about letting Mexican drug dealers drown?
- A. It's probably not good to joke about anybody dying.
 - Q. Was Randy Jones ever disciplined for sending this e-mail?
 - A. No, he wasn't.

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Q. I just handed you what the court reporter has marked Exhibit 14 - 15 - I'm sorry - Exhibit 15.